

**Avery County Schools (A. Springs)
North Carolina Department of Public Instruction
Integrated Academic and Behavior Systems (IABS)
Charter/Non-Traditional-West Consultant**

ATTACHMENT A

Contract Period July 1, 2023 – June 30, 2024

The Contractor hereby agrees to provide professional services to LEAs. Services to be provided consist of the following:

- I. This position is created by the LEA. It is a 12-month position. The LEA collaborates with the North Carolina Department of Public Instruction, Integrated Academic and Behavior Systems Team to fill the position and determine the salary of the individual hired.
 - a. The recommended qualifications for the individual selected to fill the position include:
 - i. Minimum of a master's degree in education (such as school administration or reading) or a field related to behavior support (e.g., school psychology, counseling, social work) and at least five years of experience in Responsiveness to Instruction (RtI) and Positive Behavior Support (PBIS) or a Multi-Tiered System of Support (MTSS).
 - ii. In depth knowledge of MTSS across the continuum of supports, as well as experience implementing MTSS at the school and LEA level.
 - iii. Successful training experience and developing/presenting additional targeted content to support implementation as needed.
 - iv. Proficient with typical MTSS data collection and monitoring tools, including universal screening and progress monitoring data.
 - v. Understanding of the continuum of needed assessments and able to identify assessment redundancies and support LEAs with eliminating identified redundancies.
 - vi. Assist LEAs with problem-solving through an Early Warning System to develop personalized learning experiences for students.
 - vii. In depth knowledge of the NC MTSS professional development content, including the content to support the implementation of the Specific Learning Disability policy that takes statewide effect July 1, 2020
 - viii. Skillful at working with diverse groups and able to build productive relationships with regional LEA Coordinators, Curriculum & Instruction Directors (at all levels), EC Directors, and school and agency personnel.
 - ix. Skilled in utilizing implementation strategies for building sustainable statewide, regional, and LEA structures

- x. Comfortable with technology including conference calls, digital meetings, webinars, etc.
 - xi. Must be able to successfully complete regular travel throughout the regions and state, as well as periodic national trips.
 - b. The salary of the regional consultant is determined at \$82,876.38.
 - i. Contracted staff will serve as employees of the Public School Unit; job responsibilities, scope of work, performance evaluations, and salary determination will remain the responsibility of the Department of Public Instruction per the terms of this contract.
 - ii. In situations in which the contracted employee seeks Human Resources (HR), he/she will contact the Department of Public Instruction supervisor or Exceptional Children administration for guidance. The primary Human Resources contact is the Public School Unit.
 - iii. The contracted employee will be classified by the Public School Unit as a district-based administrator.
 - iv. Any change in salary/pay may only occur with an executed contract amendment. Any raises will be determined by the North Carolina General Assembly for state employees serving the Department of Public Instruction. Longevity will be applied. Local supplements or license/position-based raises will not be applied.
- 2. The DPI expectations for the position include the following:
 - a. 100% of the time the person will work with supporting the work of the functions of the IABS Team. This includes but is not limited to agency wide project collaborations and support structures.
 - b. Attend meetings and trainings as needed to support the work of the Integrated Academic and Behavior Systems Team
 - i. Attendance at any other conferences (in-state or out-of-state) must be approved by the Team Lead/Section-Chief of the Integrated Academic and Behavior Systems Team
 - c. Coordinate with other divisions within the NC Department of Public Instruction to influence policy that aligns to the NC MTSS framework and the work of the IABS Team.
 - d. Propose, plan, and deliver presentations at local, state and national conferences.
 - e. Stay informed about national research and disseminate information to the IABS Team and state.
- 3. Supervision and Evaluation
 - a. Ongoing supervision of the position will be provided by the Team Lead/Section-Chief of IABS
 - b. This position will follow the expectations of the IABS Team
 - c. Evaluations will occur through this position's direct reporting structure in the IABS Team.
 - d. Evaluations will occur at the mid and end of year
 - e. Signed copies will be provided to this employee

4. Disciplinary Procedures
 - a. Official personnel file will be kept by the human resource department of this LEA
 - b. Disciplinary procedures will be implemented using the NC Department of Public Instruction procedures and placed on file in the LEA
 - c. Disciplinary procedures will be led by the IABS Team and will incorporate communication with the LEA
5. Items that may be paid for through these funds:
 - a. Salary and benefits of the person filling the position
 - b. LEA's share of the benefits
 - c. Needed supplies
 - d. Money allocated for travel

If other needs arise, agreement between NCDPI and the District must be made
6. Funds will be accessed through funds provided by the NCDPI Exceptional Children Division.

This agreement is effective July 1, 2023 through June 30, 2024.

BUDGET (A. Springs)
IABS CHARTER/NON-TRADITIONAL (WEST) CONSULTANT POSITION
AVERY COUNTY SCHOOLS
July 1, 2022-June 30, 2023

Salary- Consultant	\$82,876.38
Longevity	1,243.15
Social Security	7,986.01
Retirement (24.10%)	20,272.81
Hospitalization	7,397.00
Unemployment	200.00
Total	\$119,975.35
Travel Expenses	14,000.00
Professional Development	1,500.00
Supplies/Materials	500.00
Indirect Costs	5,289.44
Total	\$141,264.79

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 LEA Contact Megan Pollard 3/9/2023 | 4:57:51 PM
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 Financial Officer of the LEA Thomas Howell 3/9/2023 | 1:58:40 PM
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 Superintendent Dan Brizman 3/10/2023 | 4:31:11 PM
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DocuSigned by:
 IABS Section Chief Angel Goodwine Batts 3/10/2023 | 9:02:09 PM
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 Assistant Director, Office of Exceptional Children Matt Hoskins 3/14/2023 | 9:56:19 PM
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